

Radio One, Inc. – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011 [1]

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	Number of Candidates Interviewed (RS)	RS Referring Hiree
Account Executive (2)	16, 17, 19, 25	8 [RS # 19 (4), RS # 17 (2), RS #25 (2)]	19
Program Director	16, 19	5 [RS # 19 (5)]	19
On Air Talent (3)	16, 17, 19, 21, 24	10 [RS # 16 (3), RS # 17 (4), RS # 19 (1), RS # 21 (1), RS # 24 (1)]	17
National Sales Coordinator	16, 19	4 [RS # 16 (2), RS #19 (2)]	16
Music Director	16, 17, 21	4 [RS # 17 (2), RS # 21 (2)]	17
Director of Sales	16, 17, 19, 23, 24	8 [RS # 17 (1), RS # 23 (6), RS #24 (1)]	23
Sales Assistant	16, 19, 25	6 [RS # 17 (2), RS# 19 (3), RS# 25 (1)]	19
General Sales Manager (2)	16, 17, 19, 24	14 [RS # 17 (3), RS # 19 (9), RS# 24 (2)]	19
Promotion Director	16, 18, 19, 21	6 [RS # 16 (1), RS# 18 (1), RS# 19 (3), RS# 21 (1),]	18
Production Assistant	16, 17, 19, 24	5 [RS # 17 (1), RS# 19 (2) RS# 24 (2)]	24
		Total Candidates Interviewed—70	

[1] This report provides recruitment data collected from May 22, 2010 through May 20, 2011.

Radio One, Inc. – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011 [1]

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	African American Media Incubator 2164 Wisconsin Avenue, NW Washington, DC 20007 (202) 342-6667 Fax	Y	0
2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax	Y	0
3	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax	Y	0
4	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax	Y	0
5	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax	Y	0
6	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax	Y	0
7	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 (404) 523-5467 Fax	Y	0
8	National Association of Black Journalists 8701A Adelphi Rd. Adelphi, MD 20783 (301) 445-7101 Fax	Y	0

[1] This report provides recruitment data collected from June 1, 2010 through May 31, 2011.

Radio One, Inc. – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011 [1]

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax	Y	0
10	National Association of Minority Media Executives 1921 Gallows Road, Ste. 600 Vienna, VA 22182 (703) 893-2414 Fax	Y	0
11	National Black Media Coalition 1738 Elton Road, Ste. 314 Silver Spring, MD 20903	Y	0
12	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818	Y	0
13	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax	Y	0
14	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax	Y	0
15	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
16	Corporate Website – www.radio-one.com	N	6
17	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	N	15
18	Internal Promotion	N	1
19	Internal Referral	N	29
20	Local Newspaper	N	0
21	Trade Publication	N	4
22	Internet Recruitment	N	0

[1] This report provides recruitment data collected from June 1, 2010 through May 31, 2011.

Radio One, Inc. – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011 [1]

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
23	Recruiter Agency	N	6
24	Former Employee	N	6
25	Job Fair	N	3
26	Radio Advertisement	N	0
(etc...)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			70

[1] This report provides recruitment data collected from June 1, 2010 through May 31, 2011.

Radio One, Inc. – Washington, DC
WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM
EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011 [1]

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Campus Presentation and Recruitment	Radio One, Inc., representing WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM participated in the Media Sales Institute Career Day at Howard University in October of 2010.
2	Recruitment	Radio One, Inc., representing WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM participated in the DC/Virginia's Annual Diversity Employment Day Career Fair at the Holiday in Rosslyn, VA in March of 2011.
3	Recruitment	Radio One, Inc. participated in the National Urban League Career Fair and Expo (July 29-21, 2010).
4	Internship Program	WKYS-FM, WMMJ-FM, WPRS-FM, WYCB-AM and WOL-AM foster a comprehensive Internship program with college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions.
5	Website Recruitment	For local job vacancies, WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM refers listeners and potential employees to the Corporate website www.radio-one.com .

[1] This report provides recruitment data collected from June 1, 2010 through May 31, 2011.